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CONSTITUTION

OF

The Twelfth District,

OF THE

United Mine Workers OF AMERICA

Adopted at

Springfield, Ill., Feb. 28, 1905

AND

INTERNATIONAL CONSTITUTION

REVISION 1905.





CONSTITUTION
OF
THE TWELFTH DISTRICT
OF THE
UNITED MINE WORKERS
OF AMERICA.

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UNIVERSITY OF ILLINOIS

SPRINGFIELD, ILLINOIS,

FEBRUARY 28, 1905.



CONSTITUTION.

ARTICLE I.

Name, Object and Jurisdiction.

Section 1. This organization shall be known as the Twelfth District of the United Mine Workers of America.

Section 2. The objects of this union are to unite all mine employes who produce or handle coal or coke, in or around the mines, and to ameliorate their conditions by methods of conciliation, arbitration or strike.

Section 3. This district shall have jurisdiction over all sub-districts and local unions in Illinois, which shall be governed in all trade matters by this constitution, and there shall not be more than one local for any mine.

ARTICLE II.

Officers.

Section 1. The officers of this district shall be one President, one Vice President, one Secretary-Treasurer and seven Executive members, one from each inspection district, who shall constitute the Executive Board; also a Board of Auditors shall be elected, consisting of three members.

Section 2. The salaries of all the officers shall be fixed at each annual convention.

Section 3. The President's salary shall be for this year \$125 per month, and all legitimate

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expenses; the Secretary-Treasurer's salary shall be \$125 per month and all legitimate expenses; the Vice President's salary shall be \$100 per month and all legitimate expenses. Members of the Executive Board and Auditing Committee shall receive \$3.50 per day and all legitimate expenses, when employed by the President to work for the United Mine Workers of America, District No. 12.

Section 4. Any member in good standing in the organization shall be eligible to hold office, providing he has been a member for one year and does not hold any political office, either elective or appointive, where the compensation for said political office is equal to \$25 per month.

ARTICLE III.

Duties of Officers.

Section 1. The President shall preside at all conventions of the district; he shall sign all official documents when satisfied of their correctness, and, with the consent of the Executive Board, he shall fill by appointment all vacancies occurring in the offices; and in like manner he is empowered to suspend or remove any district officer for insubordination for just and sufficient cause and with the consent of the Executive Board appoint, from time to time, such organizers and workers as, in his opinion, may be required to serve the best interests of the organization. He shall devote his time and attention to the interests

of the district and shall exercise general supervision of its workings, either in the field or in the district office as his judgment dictates. He shall send out in circular form to all locals, six weeks previous to district convention, such recommendations as he may deem wise to be acted on at district convention, so delegates to same convention may have the advice of their respective locals on such recommendations. He may attend in person, or send a state officer to visit local unions and sub-district conventions and any other places connected with the United Mine Workers of America, District 12, when convinced that such services are required.

Section 2. Duties of the Vice President. The Vice President shall act as a general organizer and shall be under the directions of the President, and in the absence of the President shall assume all the duties and responsibilities of that office and shall succeed to that office in case of the death or removal of the President.

Section 3. Duties of the Secretary-Treasurer. The Secretary-Treasurer shall have charge of and preserve all books, documents and effects of the district office. He shall record the proceedings of all conventions and of the meetings of the Executive Board, and shall keep copies of all important letters sent out by him. He shall receive and receipt for all moneys, pay all bills and current expenses, when attested by the President. He shall

prepare and submit to all locals a quarterly statement showing salary and expenses of each officer and employe in separate items, and a report of all moneys received and disbursed, and perform such other duties as may be assigned to him. He shall give a bond in the sum of Twenty Thousand Dollars (\$20,000) secured by a reliable surety company, for the safe keeping of all moneys entrusted to him, which must be approved by the District Executive Board and deposited with the President; but he shall not have more than Ten Thousand Dollars (\$10,000) subject to his order at any one time. All other funds must be deposited by him subject to the order of the Executive Board. He shall, quarterly, send to all locals and sub-district officers in good standing the pass word. It shall be the duty of all parties receiving said pass word in writing to destroy it at once and no one shall transmit it without the proper authority. He shall employ such assistance as may be necessary to conduct the affairs of his office, subject to the approval of the President.

Section 4. The Secretary-Treasurer shall have power to visit all locals and examine or cause to be examined, the books of all locals, to ascertain if they have been paying the full per capita tax, levies and assessments on all members in said local; also conditions in which said locals are working, and report the same to the Executive Board, which shall

deal with said locals according to the International and District Constitutions.

Section 5. Duties of District Executive Board. The Executive Board shall constitute the District Board of Conciliation and Arbitration, shall execute the orders of the district convention, and between conventions shall have power to direct the workings of the union. The Board shall be convened by the President and Secretary-Treasurer, or by the request of four members of the Board, and they shall have power to draw upon and use the defense fund of the District when, in their opinion, the best interests of the District demand its use; but moneys that are not used for strike purposes shall be retained as a defense fund for the above; also to levy and collect assessments when necessary. It shall hold in trust for District 12 of the United Mine Workers of America all money deposited, subject to the order of the Executive Board, by the Secretary-Treasurer, but under no circumstances shall said money be drawn except upon the written order of seven members of the Board.

Section 6. The state officers and sub-district Presidents shall send in a written report of all violations of the state laws and agreements, by either operators or miners, to the Secretary-Treasurer, who shall compile the same for future reference.

Section 7. Duties of Auditing Committee. The Auditing Committee shall meet semi-an-

nually; they shall carefully inspect and audit the books and accounts pertaining to the Secretary-Treasurer's office, and shall make a correct report of their findings to the locals of the District. They shall also act as Credential Committee and shall meet one week prior to the annual convention and make their report prior to the ratification of the election of officers.

Section 8. Duties of Tellers of Election. The Auditors' alternates shall be tellers of election. They shall meet at the district office not later than one week prior to the holding of the Annual Convention, and shall canvas the votes cast for State Officers and report their findings to the Convention on return sheets prepared for the purpose.

Section 9. The term of all elective officers shall be from April 1st to March 31st of each year.

ARTICLE IV.

Revenue.

Section 1. The revenues of this District shall be derived from the local unions, viz.: Ten cents per month per capita, fractional members pro rata. The funds shall be used to pay district organizers and the cost of securing better legislation for the benefit of the miners. The strike or defense fund shall be created by the District Board assessing such per cent on gross earnings, less mine expenses,

on all members, as in their opinion may be necessary for the welfare of the District.

Section 2. No local or locals shall be exempt from paying per capita tax, or assessments, unless they have been on strike or locked out for one month. In all cases where local unions desire exoneration from dues, such request shall be signed by the President, Secretary and Mine Committee, but no local union shall be exempt from paying dues or assessments until endorsed by the Sub-district Secretary, where sub-districts exist, and approved by the President and Secretary of the District, and a report shall be made each month, giving the number and names of idle men, as long as the members remain idle.

Section 3. The Local Secretary shall fill out and forward to the District Secretary-Treasurer on or before the 25th of each month, a report of all members in good standing in the local union on the 1st day of that month, together with all taxes and assessments due to the district office from the same. Any Local Union owing three months' per capita tax or assessment shall be suspended.

Section 4. Should satisfactory evidence be produced that any Local Secretary has failed to report monthly the full membership of his union to the International, District and Sub-District Secretaries, together with the payment of dues and assessments on the same number of members that have paid to the local union, said local union shall be suspended

from all privileges or benefits until such deficiency is made good, and the officers involved shall not be permitted to hold office again in the organization.

Section 5. In filling out the monthly reports, the Local Secretary shall report to the district office on blanks furnished for that purpose, the amount of money paid and the number of members reported to the International Secretary, the amount of money and number of members reported to the District Secretary-Treasurer, and shall sign a certificate showing that the report is for the full number of members in good standing in the local.

ARTICLE V.

Call for Annual Convention.

Section 1. The District Secretary-Treasurer shall issue a call for the annual convention six weeks prior to the date set for the annual convention, and shall furnish printed credentials with duplicates to each local. Each local shall place the names of all delegates from said local on the same credential, properly signed and sealed, and the duplicate shall be sent to the district office six days prior to the date of the convention.

Section 2. The District Convention shall be held annually, commencing the third Tuesday in February, at such place as may be determined upon by the preceding convention; provided, however, that, if in the opinion of

the President and Executive Board any question of sufficient magnitude shall arise before or in the convention of the International body which would demand the calling of the State Convention, he is hereby authorized to postpone the State Convention and call it after the International Convention. Special conventions may be called by the District President acting under the advice and with the consent of the Executive Board.

Section 3. Representatives to district convention shall be elected directly from local unions and shall have one vote for one hundred members or less, and an additional vote for each one hundred members or a majority fraction thereof, but no representative shall have more than five votes, and no person shall be eligible as representative who is not a miner or mine laborer, or employed by the organization, and is a bona fide member of a local union in the district where said delegate resides.

Section 4. Representation shall be based upon the membership of the Local Union at the time the last payment was made on per capita tax previous to the month in which the Convention is held, providing the Local Union is in good standing.

ARTICLE VI.

Strikes.

Section 1. When trouble of a local character arises between the members of any lo-

cal union and its employers, the Mine Committee and officers shall endeavor to effect an amicable adjustment, and failing they shall immediately notify the officers of the sub-district, and said sub-district officers shall immediately investigate the cause of complaint. Failing to effect a peaceable settlement upon a basis that would be equitable and just to the aggrieved members, and finding that a strike would best subserve the interests of the locality affected, they may, with the consent and approval of the district officers, order such a strike.

Any local union striking in violation of the above provisions will not be recognized or sustained by the State officers. Before final action is taken by any district upon questions that directly or indirectly affect the interests of the mine workers of another district, or may require a strike to determine, the President and Secretary of the aggrieved district shall jointly prepare, sign and forward to the International President a statement setting forth the grievance complained of, the action contemplated by the district, together with the reasons therefor, and shall await the decision and direction of the International President and be governed thereby. In all cases the Mine Committee, the employes and all parties involved must continue work pending an investigation and adjustment until a final decision is reached in the manner above set forth.

Section 2. Should the action contemplated by the aggrieved district receive the approval of the International President, the district shall act; but should the International President disapprove of the action contemplated, the district may appeal to the International Executive Board, which shall be convened to consider such appeal within five days after its receipt by the International Secretary. Until the International President or International Executive Board has sustained an appeal, this district is not free to enter upon a strike, unless it shall have been ordered by the International Convention.

Section 3. Any local union, committee, or member acting in violation of Sections 1 and 2 of this Article, shall be liable to expulsion or fine, subject to the discretion of the District Executive Board.

ARTICLE VII.

Membership.

Section 1. The membership of this union shall consist of all miners, mine laborers and other workmen skilled and unskilled, working in or around the mines, who perform labor for which a scale of wages is made, and shall pay the following initiation fee:

Section 2. For a top laborer, the sum of Ten Dollars (\$10) initiation fee, and after two years' service as a top laborer, he may be permitted to go below as a bottom laborer, and after two years' service as a bottom laborer,

he may be permitted to go to the face as per state law, without paying any additional fee.

Any member or members violating this Section shall be fined \$25 and the inexperienced man shall be compelled to serve his apprenticeship.

Section 3. For experienced bottom labor the initiation fee shall be Ten Dollars (\$10); for inexperienced bottom labor the initiation fee shall be Fifty Dollars (\$50), and after two years' service as a bottom laborer he may be admitted to the face to mine coal according to the state mining laws, namely, two years with a practical miner.

Any member or members violating this Section shall be fined Twenty-five Dollars (\$25) and the inexperienced man shall be compelled to serve his apprenticeship.

Section 4. The initiation fee for a practical miner shall be Ten Dollars (\$10).

Members' sons shall pay Two Dollars and Fifty Cents (\$2.50) initiation fee. Sons of widows, whose husbands were members, shall be admitted free; providing such members' and widows' sons are under seventeen years of age, and they shall receive half turn of the mine. When they arrive at seventeen years of age they shall receive full turn of the mine, provided they have served a term of at least six months at the face. Members' and widows' sons as above mentioned from seventeen to twenty-one years of age shall pay Ten Dollars (\$10) initiation fee, and shall receive full turn

of the mine after serving a term of three months at the face.

(Note.) "Sons of widows whose husbands were members" shall mean that said husbands were members at the time of their death.

Section 5. Boys other than members' or widows' sons under the age of seventeen (17) years, shall pay the sum of Ten Dollars (\$10) initiation fee and receive full turn of the mine after serving six (6) months at the face. Applications received from such boys over seventeen (17) years old shall admit them as top laborers according to Section 2, or as inexperienced bottom laborers according to Section 3 of this Article.

Section 6. Not less than half the initiation fee specified shall accompany any and all applications for membership, the balance to be collected in Five Dollar (\$5) installments, said installments to be made semi-monthly.

Section 7. Where the initiation fee of any applicant is collected by two or more locals, the local where he first presents his application shall be entitled to the full initiation fee.

Section 8. Any member or members of the organization misrepresenting the age, relation, occupation or experience of any person making application for membership in any local, shall be considered guilty of a misdemeanor and shall be fined in the sum of Ten Dollars (\$10) for such an offense. Any member so fined and refusing to pay the same shall be expelled and his name published in

the United Mine Workers' Journal. The membership so received shall be declared null and void and the fee returned. Where application is made as a practical miner, except in cases where there is absolutely no doubt, the locals where such application is made shall be compelled to see that the pit committee where the applicant is going to work make him prove by practical test that he is a coal miner, before he is initiated.

(Note.) Where the word "miner" appears in this article it shall mean any class of miners that can prove by test that they can mine coal.

Section 9. No member shall exact or accept compensation in any form from any one whom he takes into the mine to work with him.

Section 10. No member shall be permitted to administer the obligation to any one unless at a regular meeting of a local union or a special meeting where no less than seven members of the local union are present. Neither shall they accept as an initiation fee a less amount than the constitution provides for. Any member or members violating this section shall be expelled from the U. M. W. of A.

Any local failing to carry out the provisions of this clause shall be suspended or fined, subject to the discretion of the District Executive Board.

ARTICLE VIII.

Cards.

Section 1. No member of the organization who holds a due or transfer card showing him to be a member in good standing, shall be debarred or hindered from obtaining work on account of race, color, creed or nationality. Any local union violating this section shall be fined Twenty-five Dollars (\$25); said fine shall be paid to the widows' and orphans' fund.

Section 2. Any member desiring to leave the mine where his local is located and work elsewhere shall, immediately after he has secured employment at another mine, make application to the Secretary of his Local for a transfer card, provided he has not already done so, and in case such person cannot produce such transfer card he shall pay the regular initiation fee, said member shall, within ten days after securing employment, either pay initiation fee or deposit transfer card with the local that has jurisdiction over the mine in which he secures employment.

Section 3. A transfer card issued to any person who has not been a member of the organization three or more months shall not be accepted by any local union in a different district from the one in which the local issuing the same is located.

Section 4. No transfer card shall be issued to any member when the local is three or more months in arrears to the International.

District or Sub-district for dues or assessments. No Local Union shall issue duplicate transfer cards.

Section 5. The transfer card must show that the member receiving it has paid all dues and assessments for the month in which it was issued, and must also show at what class of labor he was employed.

Section 6. When a transfer card is issued to any member it must be deposited by him with some local union within three months after the date upon which it was issued to him, or the card will become void, and he can only become a member again by initiation as a new member.

Section 7. When a member presents a transfer card to a local union governing the mine where he has work, or desires to work, the local union must accept the same and admit him to membership in that local, unless the local issuing the same is not in good standing as shown by the quarterly report of the Secretary-Treasurer, or the person to whom the card is issued has not been three months a member of the organization, and shall collect from him all dues and assessments from the time between the date of issuing and date of depositing the same.

(Note.) "Three months a member" shall only apply to cards coming from another district.

Section 8. The Secretary-Treasurer shall prepare and send out a quarterly statement of

all locals three months or more in arrears for dues or assessments, and no local union shall refuse to accept a transfer card from any local union unless it appears on said list as being in bad standing or falsified as to the occupation of the holder. All dues, assessments and fines shall be collected by the check-off system or its equivalent.

Section 9. No member shall be permitted to issue or give to any person a due or transfer card who is not entitled to receive the same, or misrepresent the occupation of the member to whom a card is issued. Any member violating this section shall be expelled and the card declared null and void.

Section 10. Any member leaving one locality and securing employment in another, who has not a transfer card, must agree to the initiation fee being retained until a transfer card has been produced, before being permitted to work.

Section 11. All transfer cards must be read to the local union and a record kept of the same.

Section 12. The President, Financial and Recording Secretary of the local union shall keep a record of all transfer cards bought by, issued by and deposited in their respective local unions. The Auditing Committee shall compare their records every three months, and in the presence of the local union destroy all transfer cards that have been deposited that there is no dispute about.

ARTICLE IX.

Applications and Reinstatements.

Section 1. Any member of the United Mine Workers of America leaving the mine for other vocations in life must pay to the local Seventy-Five (75) cents per month and all national assessments in order to retain his membership in this organization.

Section 2. A member three months in arrears shall be considered suspended, and shall pay the sum of Ten Dollars (\$10) in order to be reinstated.

Section 3. All members of the organization desiring to be reinstated, must make application to the local union to which he formerly belonged, provided it is located in the Sub-District where he resides or desires to work.

ARTICLE X.

Pass Words.

Section 1. Any member charged with having abused the use of our pass word or in any way divulged the actions of his or any other local contrary to this constitution, if proven guilty, shall for the first offense be fined Five Dollars (\$5); for the second offense Ten Dollars (\$10), and for the third offense be expelled.

ARTICLE XI.

Election of Officers.

Section 1. Election of members of the State Executive Board. Members of the State

Executive Board shall be elected by the popular vote of each inspection district in which they reside. The International Board Member, President, Vice President, Secretary-Treasurer, seven members of the State Executive Board, three Auditors and five Delegates to the State Federation of Labor shall be elected as follows:

Ninety days prior to the annual Convention the State Secretary shall send out nomination blanks to all locals in the district. The respective locals shall fill out in their respective places the names of candidates of their choice for above-named positions.

Sixty days prior to the date set for the convention the State Secretary shall notify all candidates of their nomination, and shall get their written consent of their candidacy for the respective places as indicated by said nomination forty days prior to the convention. No nominee will be considered a candidate without such written consent. Thirty days prior to the convention the State Secretary shall send to all locals in good standing a returning sheet and a sufficient number of ballots for members of all local unions, bearing the names of all certified nominees; and it shall be the duty of all locals to provide their members with ballots; said members shall fill out their ballots and deposit with a Board of Tellers appointed by the said local, who shall canvass said ballots and report on returning sheets. Said returns to be in the hands of the

State Secretary six days prior to the date set for the convention. It shall be the duty of the Board of Tellers to canvass said votes and report the returns to the State Convention on returning sheets prepared for the purpose. The candidates receiving the highest number of votes shall be declared elected to the respective places above mentioned. In case of a tie vote the same shall be settled by the convention then assembled, delegates casting by ballot the number of votes on which their local pays per capita tax; said vote to be determined by the number of members in the respective locals according to basis of representation in Section 4 of Article 5.

Section 2. Secretaries of local unions shall, under penalty of suspension from office, notify their members one week prior to the date set for the election of district officers. No member shall be allowed more than one vote for any one candidate, nor shall the Tellers record the vote of any member who does not vote at the time the election is held. The returning sheets shall be sent in special envelopes, sealed and marked "Election Returns," addressed to the State Secretary-Treasurer. The correctness of the returning sheets must be attested to by the President and Secretary of the local union, and should it be proven that there have been more votes reported on the returning sheets than were actually cast by the members present at the election where the vote was taken, the whole vote of the lo-

cal shall be thrown out. The returning sheets, after the election, before being destroyed by the State Secretary, shall be kept six months, and ballots and tally lists kept by the locals six months.

Section 3. Any member or members of the organization failing to attend the election after being notified that an election of officers is to take place, unless prevented by sickness or some unavoidable circumstance, shall pay a fine of One Dollar (\$1).

Section 4. The annual election for State and Sub-district officers shall be held on the first Tuesday in February each year, on which day there shall be no work. The Local's Board of Tellers shall give each member who is in good standing in the local a State and Sub-district ballot when he presents himself at the polls to vote. The polls shall open at eight o'clock in the morning and shall not be open longer than eight hours.

(Note.) It is understood that Sub-district ballots will not be furnished by the State.

Section 5. The Secretaries of the locals shall place or cause to be placed at each mine a printed notice, at least one week prior to said election; said printed notices shall be furnished by the State; posting of such notice shall be sufficient notice to all members of the local at that mine.

ARTICLE XII.

Miscellaneous.

Section 1. No miner shall be permitted to work at the face on idle days to make coal ready, and shall only be permitted to do work with the permission of the Mine Committee, same to be in urgent cases. Day hands may do day work on idle days, but all day work to be equally divided among the day hands. A day laborer soliciting work on idle days, shall only receive the scale of wages adopted for said class of work. The company soliciting a day man for any class of work other than the regular work for which he was employed, shall pay him the scale of wages governing his regular employment.

Section 2. Local unions, individual members and all other persons are hereby prohibited from using the name of our organization for the purpose of furthering the interest of any political party or an aspirant for political office, or for any other purpose.

Section 3. The terms "strike" or "lockout" shall only be applied to members ordered to suspend work by our District or International Executive Board, and such members shall only be entitled to receive aid after being locked out or on strike for twenty days. In case of lockouts over which the miners have no control, the District Executive Board shall have power to render aid, if, in their judgment, the case demands such aid.

(Note.) The word "lockout" shall not apply to members who are thrown idle on account of mines being abandoned or shut down for repairs.

Section 4. Local unions when electing officers or changing officers of the local shall notify the International, District and Sub-district officers within five days after such changes are made.

Section 5. Any member residing within two miles of his local union and failing to attend its meetings at least once a month, unless prevented by sickness or some other unavoidable circumstance, shall pay a fine of fifty cents.

Section 6. No local union shall, in any way, deprive a member on account of his absence from being eligible as a delegate to any convention when he is on duty serving the local.

Section 7. All Local unions shall set aside one meeting each month at which the agreements and constitutions governing same shall be read and discussed.

Section 8. All Local unions must support the sub-district organization to which they have been assigned.

Section 9. Any member or members of the organization creating a condition which prevents the carrying out of the joint agreement in any locality or mine, shall be fined Ten Dollars (\$10) each for such an offense, and refusing to pay the same, shall be expelled; said fines to be paid over to the State Treasurer.

Section 10. No member or members of a local union shall be permitted to divide the funds of a local union among themselves except by and with the consent of the district officers. Neither shall they be permitted to appropriate the money from the funds for an illegitimate purpose. Anyone violating this section shall pay a fine equal to twice the amount of the fund used, said fund to be paid to the widows' and orphans' fund.

Section 11. All checkweighmen employed by the members of the U. M. W. of A. shall be members of the same and shall be elected by only those contributing to their support, and it shall be the duty of such checkweighmen to keep a record of all persons employed in and around the mine and furnish copies of the same whenever called upon to do so by the Pit Committee or any officer of the organization, local or otherwise.

Section 12. Any member fined or expelled shall be given an opportunity of a fair and impartial trial and shall have the right of an appeal.

Section 13. Any member found guilty of contracting or accepting as compensation for his labor less than the scale of prices shall be expelled from the organization.

Section 14. Any member abusing a committeeman, checkweighman, or any officer of the organization, when discharging his duties, according to the agreement and constitution,

shall be fined Five Dollars (\$5) for such an offense.

Also any officer, checkweighman or committeeman abusing any member of the organization when uncalled for, shall be subject to the same fine.

Section 15. All fines shall be considered as dues and shall be collected in the form that they accrue and be paid into the local union, unless otherwise provided for.

Section 16. Any member working at a vocation not governed by the U. M. W. of A. shall, in addition, support the organization governing same, if established in the locality where he receives employment, and shall produce a clearance card on his return to the mines, showing him to be in good standing in said organization.

Section 17. Any member of the organization withholding any official documents from the local or person whom it was intended for, shall be removed from office or expelled. The same shall apply in not answering documents when required.

Section 18. Any member or members of the organization guilty of sending out circulars unjustly criticising or questioning the character or conduct of any district or sub-district officer, or candidate for office, without first obtaining consent of District or Sub-District Executive Board, shall be guilty of a misdemeanor, and for such offense such member or members shall be expelled from and be

debarred from al. rights of the organization for a period of six months. All local secretaries or members receiving such shall send them to the District Secretary and same shall be kept by district officers as evidence against said parties.

(Note.) Expelled members can only become members again by paying the initiation fee. This shall apply in all cases where a specified time is not mentioned at the time of the expulsion.

Section 19. Any one working on April 1st, Labor Day or on the first Tuesday in February (which is election day for state officers), except in cases of emergency, shall be fined Five Dollars (\$5).

Section 20. Any member discounting his compensation for labor performed for less than its full value, through the process of discounting stickers, coin or orders on any firm or person, shall be guilty of a misdemeanor, and shall be fined Ten Dollars (\$10), said fine to be paid into the local treasury.

ARTICLE III.

Rulings.

Section 1. No sub-district or local union shall adopt any by-laws for their government that in any conflict with the District or International Constitutions.

Section 2. Where any part of this constitution shall in any way conflict with either

the Interstate or State agreements, the agreements shall have precedence in all cases.

Section 3. The Executive Board shall have power from time to time to draft such rules and regulations or by-laws for the government of the district and the carrying out of the agreement that are not herein provided for.

Burial Service.

The following burial service was adopted to be used at funerals of deceased brothers of U. M. W. of A.:

We are assembled here today to pay a last sad tribute of love to our departed friend and brother..... He was born on the..... day of He leaves, his wife, his sons, his daughters. He was born in He came to this country in the year....., and took up his abode with his family in the city of He was a miner by occupation, and he was in the employ of the company up to the time of his death; and he was also a member of Local Union No., United Mine Workers of America.

Brother workingmen! This solemn occasion brings us here today! The cradle, the grave speak forcibly to us of our mortality. We can say with the Psalmist: What is man that thou art mindful of him, and the Son of Man that thou visiteth him, for man that is born of woman is full of trouble and sorrows. He cometh forth like a flower and is cut down.

Our years of labor are brought to an end. Our dust shall return to the dust as it was, and our spirit to the God who gave it.

Again brother workmen, we are reminded that we, too, are but mortal and will soon break the tenement of clay and soar to the flowery fields of the sweet hereafter; and it behooves each one of us here today to follow a line of conduct that will bring about a closer friendship, one that is true to God and man.

All our beautiful surroundings tell us of God's greatness and goodness, of the universe of which we are children of His creation.

But why should we be sad and mournful, when God can give us consolation while living here on earth, for His promise is that we shall meet again in the realms above, for the Word of God teaches us that we shall live again after death.

Yet again we are sad and mournful, for those lips which once gave utterance to words of love and fraternal kindness are forever closed, never again to be opened in this world.

And now, our dear brother workmen, we pay the last sad rite and tribute of respect, the last one we can pay you in this world, by placing these evergreens as a token of respect, that thy memory shall be with us always, though thou hast paid the debt and hast gone to the realms above.

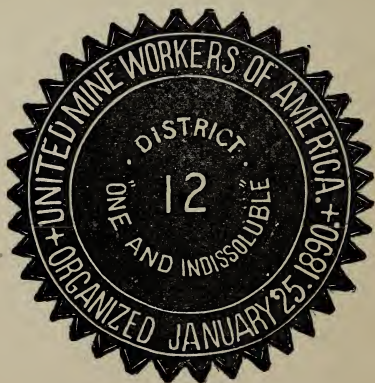
And now to the family and friends of this, our deceased brother, we tender our heartfelt

sympathy in this, their sad hour of affliction and bereavement, and bid them look to God for his tender mercies, for He alone can give them consolation.

And now, fellow workman, we bid thee a tender and loving farewell.

Let us pray: And now may grace, mercy and peace from God the Father, Son and Holy Spirit rest and abide with you, now and forevermore.

Amen.



CONSTITUTION

OF

INTERNATIONAL UNION

UNITED MINE WORKERS

OF AMERICA.

REVISION 1905.

OFFICE:

STATE LIFE BLDG.,

INDIANAPOLIS, IND.

PREAMBLE.

There is no fact more generally known, or more widely believed, than that without coal there would not have been any such grand achievements, privileges and blessings as those which characterize the twentieth century civilization, and believing as we do, that those whose lot it is to daily toil in the recesses of the earth, mining and putting out this coal which makes these blessings possible, are entitled to a fair and equitable share of the same; therefore, we have formed "The United Mine Workers of America," for the purpose of the more readily securing the objects sought by educating all mine workers in America to realize the necessity of unity of action and purpose, in demanding and securing by lawful means the just fruits of our toil. And we hereby declare to the world that our objects are—

First—To secure an earning fully compatible with the dangers of our calling and the labor performed.

Second—To establish as speedily as possible, and forever, our right to receive pay, for labor performed, in lawful money, and to rid ourselves of the iniquitous system of spending our money wherever our employers see fit to designate.

Third—To secure the introduction of any and all well-defined and established appliances for the preservation of life, health and limbs of all mine employes.

Fourth—To reduce to the lowest possible minimum the awful catastrophes which have been sweeping our fellow-craftsmen to untimely graves by the thousands; by securing legislation looking to the most perfect system of ventilation, drainage, etc.

Fifth—To enforce existing laws; and where none exist, enact and enforce them; calling for a plentiful supply of suitable timber for supporting the roof, pillars, etc., and to have all working places rendered as free from water and impure air and poisonous gases as possible.

Sixth—To uncompromisingly demand that eight hours shall constitute a day's work, and that not more than eight hours shall be worked in any one day by any mine worker. The very nature of our employment, shut out from the sunlight and pure air, working by the aid of artificial light (in no instance to exceed one candle power), would, in itself, strongly indicate that, of all men, a coal miner has the most righteous claim to an eight-hour day.

Seventh—To provide for the education of our children by lawfully prohibiting their employment until they have attained a reasonably satisfactory education, and in every case until they have attained fourteen years of age.

Eighth—To abrogate all laws which enable coal operators to cheat the miners, and to substitute laws which enable the miner, under the protection and majesty of the State, to have his coal properly weighed or measured, as the case may be.

Ninth—To secure, by legislation, weekly payments in lawful money.

Tenth—To render it impossible, by legislative enactment in every State, for coal operators or corporations to employ Pinkerton detectives or guards, or other forces (except the ordinary forces of the State) to take armed possession of the mines in cases of strikes or lockouts.

Eleventh—To use all honorable means to maintain peace between ourselves and employers; adjusting all differences, so far as possible, by arbitration and conciliation, that strikes may become unnecessary.

CONSTITUTION.

ARTICLE I.

NAME, OBJECTS AND JURISDICTION.

Section 1. This organization shall be known as the United Mine Workers of America.

Sec. 2. The objects of this Union are to unite mine employes that produce or handle coal or coke in or around the mines, and ameliorate their condition by methods of conciliation, arbitration or strikes.

Sec. 3. This organization shall be composed of International, District, Sub-District and Local Unions.

Sec. 4. The International Union shall have jurisdiction over all Districts, Sub-Districts and Local Unions, which shall be governed by this Constitution.

ARTICLE II.

OFFICERS AND THEIR DUTIES.

Section 1. The officers of the Union shall be one President, one Vice President, one Secretary-Treasurer, and an Executive Board to be composed of one member from each district under the jurisdiction of the United Mine Workers, each district to elect its member of the International Executive Board. The Presi-

dent, Vice President, and Secretary-Treasurer to be members of the Board by reason of their position.

Sec. 2. The President shall preside at all general conventions of the Union, and meetings of the International Executive Board; he shall sign all bills and official documents, when satisfied of their correctness; he shall, with the consent of the Executive Board, fill, by appointment, all vacancies occurring in any International office, and in like manner may suspend or remove any International officer for insubordination, or just and sufficient cause; he shall, with the consent of the Executive Board, appoint a man, whose duty shall be to collect and compile statistics on the production, distribution, consumption, freight rates, market conditions, and any other matters of interest connected with the coal trade, and from time to time appoint such organizers and workers in the International office or in the field, as may be required; he shall send out in circular form to all Locals six weeks previous to International Convention, such recommendations as he may deem wise, to be acted on at International Convention, so delegates to said convention may have the advice of their respective locals on such recommendations; he may attend in person or send an International officer to visit Local Unions, District and Sub-District conventions and any other places connected with the United Mine Workers of America, when convinced that such services are required; he may appoint one

or more officers or members, when deemed necessary, whose duty will be to examine the financial accounts of any Local Union, instruct the officers in the discharge of their duties, and report to the President the standing of each Local Union visited; he shall devote his time and attention to the affairs of the Union; decide all questions of dispute concerning the meaning of the Constitution, and exercise general supervision over its workings, both in the field and in the International offices, as his judgment dictates or the exigencies of the case require; he shall, quarterly, name the pass-word for the use of the Local Unions; he shall appoint each year, on the first day of the annual convention meets, a committee of three whose duties shall be to receive and pass upon, as to where all resolutions and amendments to the Constitution presented by the delegates belong, and distribute them to the proper committees direct that have been appointed to act upon them.

Sec. 3. The Vice President shall act as general organizer, and shall be under the direction of the President, and shall succeed that officer in case of death, resignation or removal from office.

Sec. 4. The Secretary-Treasurer shall have charge of and preserve all books, documents and effects of the International office; shall record proceedings of all conventions and of the meetings of the Executive Board, and shall keep copies of important letters sent out by him;

he shall receive and receipt for all moneys, pay all bills and current expenses, unless otherwise ordered by the President; he shall prepare and submit to the Locals a quarterly statement showing the salary and expenses of each officer and employe, and a report of all moneys received and disbursed, and in his quarterly report he shall compile the income from each District separately, giving the totals; he shall give a bond of \$25,000 for the safe keeping of all money intrusted to him (which must be approved by the International Executive Board and deposited with the President); but he shall not have more than \$15,000 subject to his order at any one time. All further funds must be deposited by him subject to the order of the Executive Board; he shall, quarterly, send to all District Secretaries the pass-word, whose duty it shall be to transmit it to all Locals that may be in good standing in his District (it shall be the duty of all parties receiving this letter in writing to destroy it at once, and no one shall transmit it without the proper authority); he shall send copies of all official documents to each District Secretary and International officer and Executive Board member; he shall employ such assistants as may be necessary to conduct the affairs of his office, subject to the approval of the President, and shall perform such other duties as may be assigned him.

Sec. 5. The Executive Board shall constitute an International Board of Conciliation and Arbitration; shall execute the orders of the In-

ternational Convention, and between conventions shall have full power to direct the workings of the organization, also to levy and collect assessments when necessary. It shall hold in trust for the United Mine Workers of America all money deposited in the name of the Executive Board by the Secretary-Treasurer, but under no circumstances shall said money be drawn upon except upon the written order of two-thirds of the members of the International Executive Board.

Sec. 6. The International Executive Board shall have power to order a general strike or suspension by a two-thirds vote at any time during the year that they deem necessary, and each member shall have one vote, and one additional vote for every two thousand members in good standing they represent, or a majority fraction thereof; provided, that all District Presidents, Vice Presidents and Secretaries be called into joint conference for consideration before any general strike or suspension order be issued.

Sec. 7. The International Executive Board shall be convened upon the order of the President, or by the Secretary-Treasurer at the request of eleven members of the Board.

Sec. 8. The term of all elective officers shall be from April 1 to March 31 of each year.

ARTICLE III.

QUALIFICATIONS AND SALARY OF OFFICERS.

Section 1. Any member in good standing in the organization shall be eligible to hold office in the International Union provided he is not a salaried officer of a Sub-District or District at the same time, and provided he has never been found guilty of misappropriating any funds of the organization entrusted to his care, and has been a member of a Local Union for one year prior to his election.

Sec. 2. The President's salary shall be \$3,000 per annum, and all legitimate expenses; Vice President, \$2,500 per annum, and all legitimate expenses; Secretary-Treasurer, \$2,500 per annum, and all legitimate expenses, and the Editor of the official organ, viz., "The United Mine Workers' Journal," \$1,500 per annum; Executive Board members, \$4.00 per day, and all legitimate expenses, when employed by the President to work in the interest of the United Mine Workers of America.

Sec. 3. The compensation of Tellers, Auditing and Credential Committee shall be \$4.00 per day, and legitimate expenses for all time actually employed in the performance of their duty. The above-mentioned officers, editor and organizers shall receive, in addition to their salaries, all legitimate expenses, when employed by the organization and away from their home city.

Sec. 4. The salary of other employes, not elected by the convention shall be determined by the International Executive Board, or when the Board is not in session, by the International President, in accordance with their work or responsibility.

ARTICLE IV.

Section 1. Every Local Union shall pay direct to the International Secretary-Treasurer a per capita tax of 25 cents per month per member, and such additional assessments as may be levied by an International Convention, or a referendum vote of the members of the United Mine Workers, or by the International Executive Board, for two months pending a referendum vote. Payments to be based upon the amount of dues collected in each month by the Local Union. Boys under 16 years of age shall be known as half members and shall pay one-half as much tax and assessment as full members.

Sec. 2. The Local Secretary shall fill out and forward to the International and District Secretary-Treasurer, on or before the 25th of each month, a report of all members in good standing in the Local Union on the first day of that month, together with all taxes and assessments due to the International and District offices from the same.

Sec. 3. When a Local Union has failed to report to the International Office by the end of the month, for the previous month, the International Secretary shall send a notice to the Presi-

dent and Secretary of such Local Union that it has not reported for the previous month. Local Unions placed on the delinquent list shall pay a fine of two dollars for each 100 members when reinstated.

Sec. 4. Should satisfactory evidence be produced that any Local Secretary has failed to report monthly the full membership of his Union to the International and District Secretaries, together with the payment of dues and assessments on the same number of members that have paid to the Local Union, said Local Union shall be suspended from all privileges or benefits until such deficiency is made good, and the officers involved shall not be permitted to hold office again in the organization.

Sec. 5. In filling out the monthly report the Local Secretary shall report to the International office on blanks furnished for that purpose, the amount of money paid and the number of members reported to the District Secretary, and to the District office the amount of money and number of members reported to the International Secretary-Treasurer, and shall sign a certificate showing that the report is for the full number of members in good standing in the Local.

Sec. 6. No Local Union shall be exonerated from the payment of per capita tax or assessments, unless their members have been idle for one month or more.

Sec. 7. Where a mine is abandoned indefinitely and all the members of the Local Union

at that mine have gone to work elsewhere, the Local Secretary shall notify the District Secretary of the fact and the District Secretary shall make application for exoneration for the Local Union each month to the International Secretary-Treasurer, until work is resumed at the mines and the Local Union is again placed in working condition.

Sec. 8. In all cases where Local Unions desire to be exonerated from the payment of tax and assessments, a request must be signed by the President, Secretary and Mine Committee. In such cases the President, Secretary and Committee must attach their individual signatures; but no Local Union shall be exonerated from such payment until their request has been approved by the District and International Secretary, and the request must be made each month in place of the regular monthly financial report as long as the members remain idle.

Sec. 9. The local monthly dues to be paid by each member shall not be less than 50 cents per month, together with such assessments as may be levied by the different branches of the U. M. W. of A.

Sec. 10. The initiation fee shall be ten dollars for practical miners and for non-practical men it shall be left to the discretion of the district where applications for membership are made.

The International President shall be empowered to grant a dispensation to such districts or localities, when, upon investigation, it is

deemed advisable to do so. Top and bottom men who are admitted under this fee shall comply with the laws relating to inexperienced men that districts may adopt. Sons of members between fourteen and sixteen years of age shall pay an initiation fee of \$2.50.

In case any member wishes to attend school for the purpose of obtaining an education, he shall be granted leave of absence by his Local Union, and on returning to the mines shall be received in full membership without initiation fee.

Sec. 11. The funds of the organization shall be used for the purpose of assisting those who are in need from idleness or distress, when the payment of the same has been approved by the International Executive Board.

ARTICLE V.

CONVENTIONS AND REPRESENTATION.

Section 1. The International Convention shall be held annually on the Third Tuesday in January, at such place as may be determined upon by the preceding convention. Special conventions shall be called by the President, when so instructed by the Executive Board, or at the request of five Districts.

Sec. 2. Representatives to the International Convention shall be elected directly from Local Unions and shall have one vote for one hundred members or less, and an additional vote for each one hundred members or majority

fraction thereof, but no representative shall have more than five votes, and no person shall be eligible as representative who is not a miner or mine worker or employed by the organization, and is a bona fide member of a Local Union in the District which he is said to represent. The term "miner or mine worker" includes any one working in or around the mines and a member of a Local Union.

Sec. 3. No Local Union shall be entitled to representation in the International Convention that is in arrears for dues or assessments for two months preceding the one in which the International Convention is held and which has not in every particular complied with the Constitution of the District in which said Local Union may be located, or which has less than ten members, and any mine within the jurisdiction of the United Mine Workers, having been once organized for a period of three months and allowing itself to become lapsed, defunct, or refusing to pay dues or assessments to the organization, shall pay a sum equal to three months' dues and assessments on all members to the International and District Unions, before it can be reinstated or reorganized, and must be in good standing for four months previous to the month in which the International Convention is held before said Local Union shall be entitled to representation in the annual or special conventions.

Sec. 4. If it shall appear, upon investigation, that any Local Union has lapsed in order to

evade the payment of tax or assessments, the International Executive Board shall insist upon the payment of all back taxes and assessments.

Sec. 5. All newly organized Locals must be organized at least three months and have two months' dues paid prior to the month in which the International Convention is held before they will be entitled to representation, unless said new Locals are composed of members from old Locals in good standing at time of organization; the fact that a new Local is composed of members of an old Local must be attested by the District Secretary.

Sec. 6. Representation shall be based upon the average membership of the Local Union for the last three months upon which payment has been made, previous to the month in which the International Convention is held.

Sec. 7. Any member of the United Mine Workers of America accepting a position other than that of a miner or mine worker shall not be eligible to act as representative to any Sub-District, District or International Convention, or represent the United Mine Workers in a central body or State Federation of Labor Convention, while holding such position; but accepting a position with the United Mine Workers or any other affiliated organization shall not be construed as making a member ineligible to act as representative.

Sec. 8. The books of the Secretary-Treasurer shall be closed for the year on November 30th and no credentials shall be received after

January 10, nor shall any delegate be entitled to a seat in the International Convention unless their Local Union was in good standing on December 1, preceding the date upon which the annual convention is held.

Sec. 9. Delegates to the International Convention shall be paid railroad fare to and from the convention on the following basis: Delegates shall represent five Locals if said Locals contain not more than 500 members. When there are 500 members in one Local or a less number than five Locals, such Local or Locals shall be entitled to send a delegate, and any Local Union situated one or more miles from any other Local Union, shall be entitled to send a representative, and should there be more than five votes in any one Local or group of Locals, they also shall be entitled to a representative for the additional members as provided for in this Constitution. The Executive Board shall have power to levy on the members to carry out the above provisions, provided said levy be necessary.

Sec. 10. Where railroad certificates cannot be obtained by delegates attending the International Convention they shall furnish receipts for the fare paid.

ARTICLE VI.

NOMINATIONS AND ELECTIONS.

Section 1. The President, Vice President, Secretary-Treasurer, Auditors, Tellers, and Delegates to the American Federation of La-

bor shall be elected by a majority of the popular vote of the members in good standing in the International, District and Local organizations.

Sec. 2. The International Secretary-Treasurer shall prepare nomination blanks and send them from his office to the Local Unions not later than fifteen weeks before the annual convention, and the Local Secretaries shall fill in the names of the persons nominated by the Local for the various positions, and forward the same to reach the International Secretary-Treasurer's office not later than eleven weeks before the annual convention.

Sec. 3. The International Secretary-Treasurer shall, within ten days after the nominations are closed, notify all persons who have been nominated and ask if they are candidates, but no person shall be notified or be a candidate who has not been nominated by five or more Local Unions.

Sec. 4. The International Secretary-Treasurer shall compile a list of those accepting the nominations, giving the District and State in which each candidate resides, and send them out to the Local Unions on ballots prepared for that purpose, in sufficient numbers to supply each member, not later than seven weeks prior to the convention, but no person's name shall be placed on the ballot whose consent has not been received at least ten days before the nominations are sent out, nor shall any name be

removed from the ballot after consent has been given.

Sec. 5. No person shall be elected to office who has not been nominated and given his consent as provided in the previous sections.

Sec. 6. Secretaries of Local Unions shall, under penalty of suspension from office, notify their members one week prior to the date set for the election of International officers and shall record the vote on the returning sheet opposite the names of candidates for which said vote or votes have been cast. No member shall be allowed more than one vote for any one candidate, nor shall the Secretary record the vote of any member that is not present at the time the election is held, except officers, organizers or workers in the field away from home, whose vote shall be counted if sent to the secretaries of their respective Local Unions, and the ballot shall be sent in special envelopes, sealed, and marked Election Returns, addressed to the International Secretary-Treasurer, not later than twenty days prior to the International Convention, and shall be deposited by him in an unopened ballot box prepared for the purpose. The ballot box shall be opened only by the International Tellers, or their Alternates, and should any such envelope be found opened, the same shall not be counted. The correctness of the returning sheets must be attested to by the President and Secretary of the Local Union, and should it be proven that there have been more votes reported on the returning sheet than

were actually cast by the members present at the meeting where the vote was taken, the whole vote of the Local Union shall be thrown out and the Local suspended for the period of three months.

Sec. 7. The Tellers or their Alternates shall canvass the votes and report their findings to the International Convention on return sheets prepared for the purpose. The candidates receiving the majority of the votes cast shall be declared elected to the respective positions named. In case of no election, the same shall be determined by the convention then in session, and delegates shall cast by ballot the number of votes for which their Local Unions have paid per capita tax.

Sec. 8. The election shall be held during the second week in December, and every member in good standing on the first of December shall be entitled to vote.

ARTICLE VII.

CARDS.

Section 1. Local Unions shall provide each member with a Due Card, upon which the dues and assessments paid by the member shall be entered, which shall be his receipt for the same.

Sec. 2. Due Cards shall not admit any person to membership from one Local to another, and to protect the membership of individuals who are unable to pay their dues because of

no Local existing where they reside, the International, District and Sub-District Secretaries shall, upon the payment of dues and assessments by said member, issue the usual cards for the same; provided that this shall not apply to a member of the organization living in a locality where a Local Union is in existence.

Sec. 3. No person a member of the organization, who holds a Due or Transfer card showing him to be a member in good standing, shall be debarred or hindered from obtaining work on account of race, creed or nationality. Cards properly filled out and signed by the officers of miners' unions in foreign countries shall be accepted in lieu of initiation fees.

Sec. 4. Any member desiring to leave the mine where his Local is located and work elsewhere, shall, immediately after he has secured employment at another mine, make application to the Secretary of the Local for a Transfer Card; Provided he has not already done so, and in case such person cannot produce such transfer card he shall pay the regular initiation fee, said member shall within 10 days after securing employment, either pay in fee or deposit Transfer Card, and if he has paid all dues and assessments, the President and Recording Secretary shall issue a Transfer Card to him, which shall be attested by the Financial Secretary; provided the Local Union is in good standing with the International District and Sub-District Unions, which shall be accepted in any district. All Transfer Cards shall be de-

posited as the laws of the District where work is secured may direct.

Sec. 5. A Transfer Card, issued to any person who has not been a member of the organization three or more months, shall not be accepted by any Local Union in a different district from the one in which the Local Union issuing the same is located.

Sec. 6. No Transfer Card shall be issued to any member when the Local is three or more months in arrears to the International, District or Sub-District for dues or assessments. Officers of any Local Union issuing cards in violation of this section, shall be fined \$10.00 for each card issued, the fine to be collected in the same manner as dues and assessments.

Sec. 7. The Transfer Card must show that the member receiving it has paid all dues and assessments for the month in which it was issued, and must also show at what class of labor he was employed.

Sec. 8. When a Transfer Card is issued to any member it must be deposited by him with some Local Union or with the International Secretary-Treasurer, within three months after the last day of the month in which it was issued to him, else the card will become void and he can only become a member again by initiation as a new member.

Sec. 9. When a member presents a Transfer Card to a Local Union at any mine where he works or desires to work, the Local Union must accept the same and admit him to mem-

bership in that Local, unless the Local issuing the same is not in good standing, as shown by the monthly report of the Secretary-Treasurer, or the person to whom the card is issued has not been three months a member of the organization, and shall collect from him all dues and assessments from the time between the date of issuing and date of depositing the same.

Sec. 10. The Sub-District, District or International Secretary-Treasurers shall not accept a Transfer Card if the member is where he can deposit it with a Local Union.

Sec. 11. The International Secretary-Treasurer shall prepare and send out monthly a statement of all Locals three months or more in arrears for dues or assessments, and no Local Union shall refuse to accept a Transfer Card from any Local unless it appears on said list as being in bad standing. Local Unions on strike shall be exempt from the provisions of this section.

Sec. 12. All Transfer Cards shall be made in book form, with stub attached. The books to be numbered, and each card in the book to be numbered and bear the number of the book. The stub to be printed in conformity with the card itself, and both shall be filled out by the President and Secretary of the Local Union granting the same, the stub to be retained by the Local Union for future reference.

Issue card with ink, otherwise not good.

Transfer Card No.—. Book No.—.

United Mine Workers of America—One and
Indissoluble.

To whom it may concern, Greeting:

This is to certify that——, whose name is written in the margin in his own handwriting, was initiated (or admitted by card) by Local Union No.—, on the —— day of——, 19—, and is a —— by occupation. Having paid all dues and assessments against him and being clear from all charges up to and including this month, in accordance with the Constitution of the United Mine Workers of America, Local Union No. ——, located at ——, District No. ——, hereby grants him this Transfer Card. Upon depositing this card with any Local Union, it shall be received. In testimony whereof we have hereunto subscribed our names and affixed the seal of our Union. this —— day of ——, 19——.

——, President.

——, Recording Secretary.

——, Financial Secretary.

Note: Stub of this card is retained by Local Union issuing it, for future reference.

Sec. 13. The President, Financial and Recording Secretary of the Local Union shall keep a record of all Transfer Cards bought by, issued by and deposited in their respective Local Unions. The Auditing Committee shall compare their records every three months, and

in the presence of the Local Union destroy all Transfer Cards that have been deposited that there is no dispute about.

ARTICLE VIII.

SUPPLIES.

Section 1. The price of a charter and supplies shall be \$15, and shall consist of one charter, one press seal, one ledger, one record, one book of orders on the Treasury, one Treasurer's receipt book, fifty Constitutions, fifty Due Cards, one book of Transfer Cards, four manuals, one gavel, one copy of the proceedings of the last annual convention, and such documents as the International Secretary-Treasurer may, from time to time, desire to send out.

Sec. 2. Due Cards, Transfer Cards and other supplies shall be furnished by the International Union to the Local Unions at such rates as the International Executive Board may determine.

ARTICLE IX.

ORGANIZERS.

Section 1. Commissions as Organizer shall be signed by the President and attested by the Secretary-Treasurer.

Sec. 2. Organizers not under salary from the International Union may retain \$7 from the charter fees of new Locals organized by them, to pay them for their time, and shall send the other \$8 to the International office with their report.

Sec. 3. When a Local Union is formed the Organizer shall send in a report of the same to the International office, together with the charter fees, within one week from the date of organizing, or show just cause for the delay.

ARTICLE X.

STRIKES.

Section 1. When trouble of a local character arises between members of a Local Union and their employers, the officers of said Local shall endeavor to effect an amicable adjustment, and failing in this they shall immediately notify the officers of the District to which the affected Locals are attached, and said District officers shall immediately investigate the cause of complaint; and failing to effect a peaceable settlement on a basis that would be fair and just to aggrieved members, finding that a strike would best serve the interests of the locality affected, they may order the inauguration of a strike, but no local strike shall be legalized or supported by a District unless its inauguration was approved by the officers of the District or by the International Executive Board, upon an appeal taken by the aggrieved members from the decision of the District officers; any Local Union striking in violation of the above provisions shall not be sustained or recognized by the International officers.

Sec. 2. Before final action is taken by any District upon questions that directly or indi-

rectly affect the interests of the mine workers of another District, or that require a strike to determine, the President and Secretary of the aggrieved District shall jointly prepare, sign and forward to the International President a written statement setting forth the grievance complained of, the action contemplated by the District, together with the reasons therefor, and the International President shall within five days after the receipt of such statement, either approve or disapprove of the action contemplated by the aggrieved District, and such approval or disapproval, together with the reasons therefor, shall be made in writing, and a copy forwarded to the Secretary of the complaining district. Should the action contemplated by the aggrieved District receive the approval of the International President, the District shall be free to act, but should the International President disapprove the action contemplated, the District may appeal to the International Executive Board, which shall be convened to consider such appeal within five days after its receipt by the International Secretary. Until the International President has approved, or the International Executive Board has sustained the appeal, no District shall be free to enter upon a strike unless it shall have been ordered by an International Convention.

Sec. 3. When any member of the United Mine Workers is suspended or discharged, it shall be the duty of the Mine Committee to immediately investigate the case, and if the mem-

ber discharged is not guilty of an offense justifying the same, the grievance shall immediately be reported to the Sub-District and District President in writing, under the seal of the Local, and if, upon investigation, the report of the Local Committee is found correct, the Sub-District and District President shall immediately insist upon the reinstatement of the suspended or discharged member.

Sec. 4. The International officers shall, at any time they deem it to the best interests of mine workers in a District that is idle, for just and sufficient reasons, order a suspension in any other District or Districts that would in any way impede the settlement of the District affected: Provided, That such action would conserve to the best interest of the United Mine Workers of America.

ARTICLE XI.

MISCELLANEOUS.

Section 1. No one shall be elected Auditor or Teller who holds an International office.

Sec. 2. The Auditors shall examine the books of the International Secretary-Treasurer quarterly, and cause their report to be published in the United Mine Workers' Journal.

Sec. 3. Three Auditors, who shall also act as a Credential Committee, shall be elected as provided for in Article VI, no two of whom shall be from the same District, whose duty it shall be to meet at the International Headquar-

ters not later than ten days prior to the holding of the annual convention, to examine all credentials and books necessary to make a full and complete report of delegates entitled to seats in such convention.

Sec. 4. Three Tellers shall be elected as provided for in Article VI, no two of whom shall be from the same District; they shall meet at the International office not later than five days prior to the holding of the annual convention and count the returns as prescribed by the Constitution. In the event of any two candidate for Auditor or Teller from the same district receiving a majority of the votes cast, the one receiving the lesser number of votes shall drop out, and the candidate receiving the next highest number of votes from some other District shall be declared elected.

Sec. 5. The International officers shall have power to change the boundary and jurisdiction of Districts, as the conditions may require between conventions; provided, however, that they consult the District officers that such changes of boundary and jurisdiction may affect, and in no case shall any such change be made until affected Locals shall have paid all tax and assessments due to the District to which they are attached.

Sec. 6. No Local Union shall divide the funds of the Union at any time among its members, and should any Local Union disband or cease to work for any cause, all moneys, supplies and other properties belonging to the

Local Union shall be turned over to the International organization. The above provision shall not be construed to prevent the use of the funds for legitimate purposes.

Any Local, Sub-District or District Union using the funds entrusted to its care for other than legitimate purposes shall be fined double the amount so used.

Sec. 7. This Constitution may be amended by majority of all the votes cast at the annual convention.

ARTICLE XII.

DISTRICTS.

Section 1. Districts shall be formed with such number and territory as may be assigned them by the International officers, and shall be subject to the jurisdiction, laws, rules and usages of the International Union.

Sec. 2. Districts may adopt such laws for their government as they may deem necessary, provided they do not conflict with the International Constitution.

ARTICLE XIII.

SUB-DISTRICTS.

Section 1. Sub-Districts may be formed with such number and territory as may be assigned them by the Districts to which they are attached, and shall be subject to the jurisdiction, laws, rules and usages of the International and District Unions.

Sec. 2. Sub-Districts may adopt such laws for their government as they may deem necessary, provided they do not conflict with International and District Constitutions or agreements entered into.

Sec. 3. All Local Unions within the territory of Sub-Districts already organized in any District shall contribute and become a part of the same and comply with its laws, before they are entitled to pass-word or representation in either International or District organizations.

ARTICLE XIV.

LOCALS.

Section 1. Local Unions shall be composed of miners, mine laborers and other workmen, skilled and unskilled, working in and about the mines, except mine manager, top boss and persons engaged in the sale of intoxicating liquors, and shall be given such numbers as the International Secretary-Treasurer may assign them.

Sec. 2. All Locals shall be under the jurisdiction of the International, District and Sub-District Unions, and may make such laws for their government as they may deem necessary, provided they do not conflict with the International, District and Sub-District Constitutions or agreements entered into. Any member or members violating this section shall be subject to a fine of not less than \$5.00.

Sec. 3. All Local Treasurers and such Secretaries as handle the finances of the organiza-

tion shall furnish sufficient security for the faithful performance of their duties, the amount of said bond to be determined by the Local Union.

Sec. 4. All Local officers and committees shall be elected the last meeting in June and December of each year, and shall serve six months, or until their successors are elected and qualified.

Sec. 5. All Checkweighmen employed by the members of the United Mine Workers shall be members of the United Mine Workers three months and voted for and elected by those who pay to maintain them, and it shall be the duty of such Checkweighmen to keep a record of all men employed in and around the mines.

ARTICLE XV.

Section 1. The United Mine Workers' Journal, official organ of the organization, shall be issued on Thursday of each week from headquarters. It shall be a medium for circulating the news of interest to the craft; shall publish from time to time the important transactions of the organization, general mining and trade news, together with copies of official circulars and financial reports, and other matters of general interest. It shall be neutral in politics, non-sectarian in religion, dignified in tone, and a consistent advocate of the principles of modern trades organization.

Sec. 2. The editor shall have full charge of all correspondence, reports or other matters of a literary character, and shall oversee the mechanical work and superintend the make-up of the paper.

Sec. 3. The business management of the Journal shall be under the supervision of the International Secretary, who shall have full charge of the circulation and advertising, and who is hereby empowered to employ such agents, solicitors or circulators as in his judgment are necessary to promote the best interests of the paper, said selections to be subject to the approval of the Executive Board.

Sec. 4. All Local Unions shall subscribe for one copy of the Journal, paying for it in advance, and secretaries are hereby instructed to examine every issue and read all official circulars to the members that are published therein.





